

Mediation --- A valuable tool for EO practitioners

**EOA Symposium 2001
“Raising the Bar - Embracing
Diversity”**

Start from the beginning...

- Sources of conflict
- Impact of conflict
- Consequences of not resolving conflict



Methods to resolve conflict

- Formal: OPNAVINST 5354.1E - Navy EO Policy
- Informal:
 - NAVPERS 15620 - red, yellow, green zones
 - SECNAVINST 5800.13 - ADR
 - DoD Directive 5145.5 - Alternative Dispute Resolution (ADR)

What is Mediation ?

Intervention in a dispute or negotiation by an acceptable, neutral third party, who has no decision-making authority.

Objective - assist parties to voluntarily reach acceptable resolution of issues in dispute.

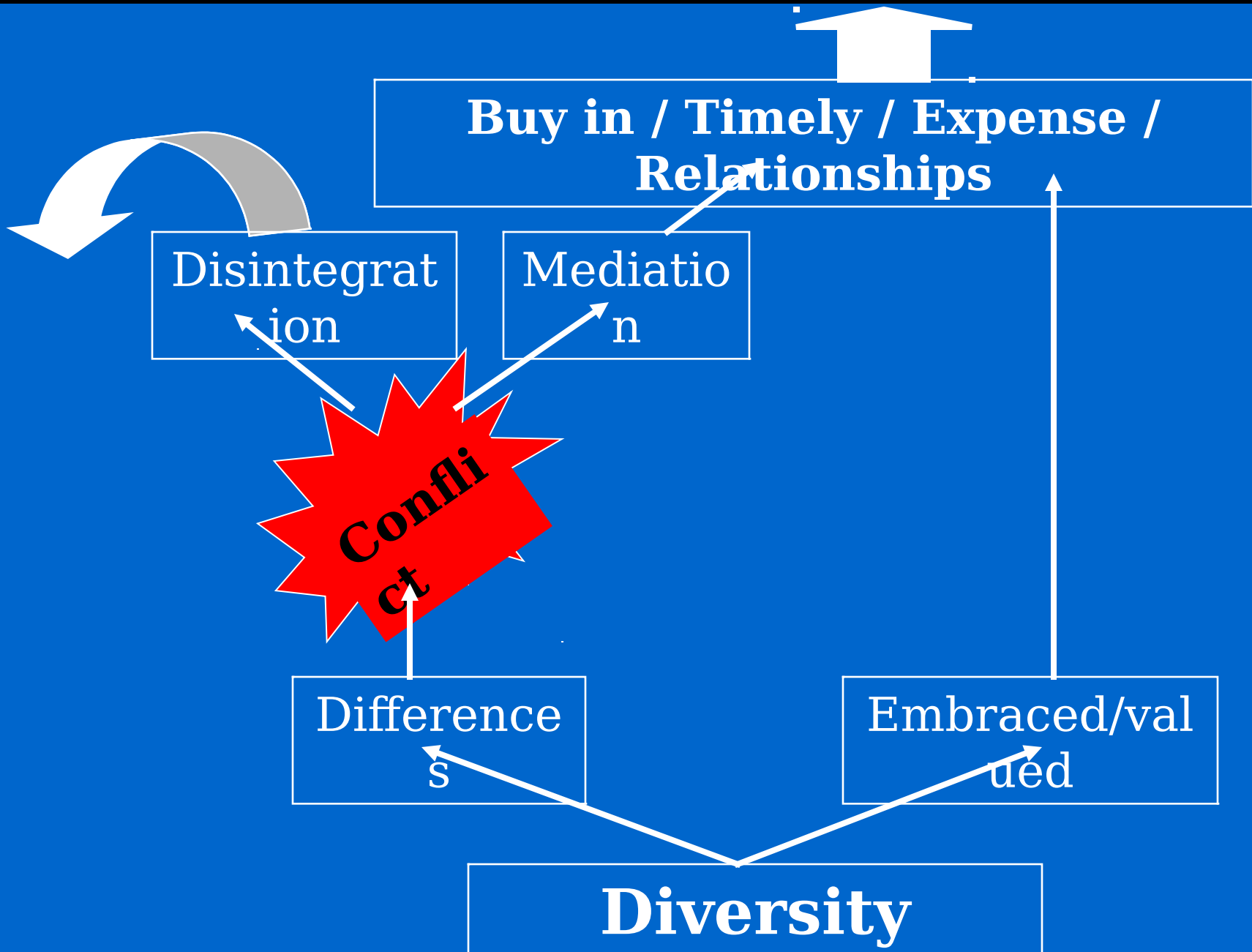
When is Mediation used?

- “maximum extent practicable”
- “Every conflict..., regardless of subject matter, is potential candidate for ADR”
- civilians - discipline, EO, labor/management
- military - relationship & communication

Why use Mediation?

- Participants “own” resolution
- Resolution achieved much quicker
- Less expensive
- Maintains working relationships

The Bar



The Mediation Process

- Introduction
- Uninterrupted Time
- Dialogue
- Brainstorming
- Writing the Agreement
- Closing



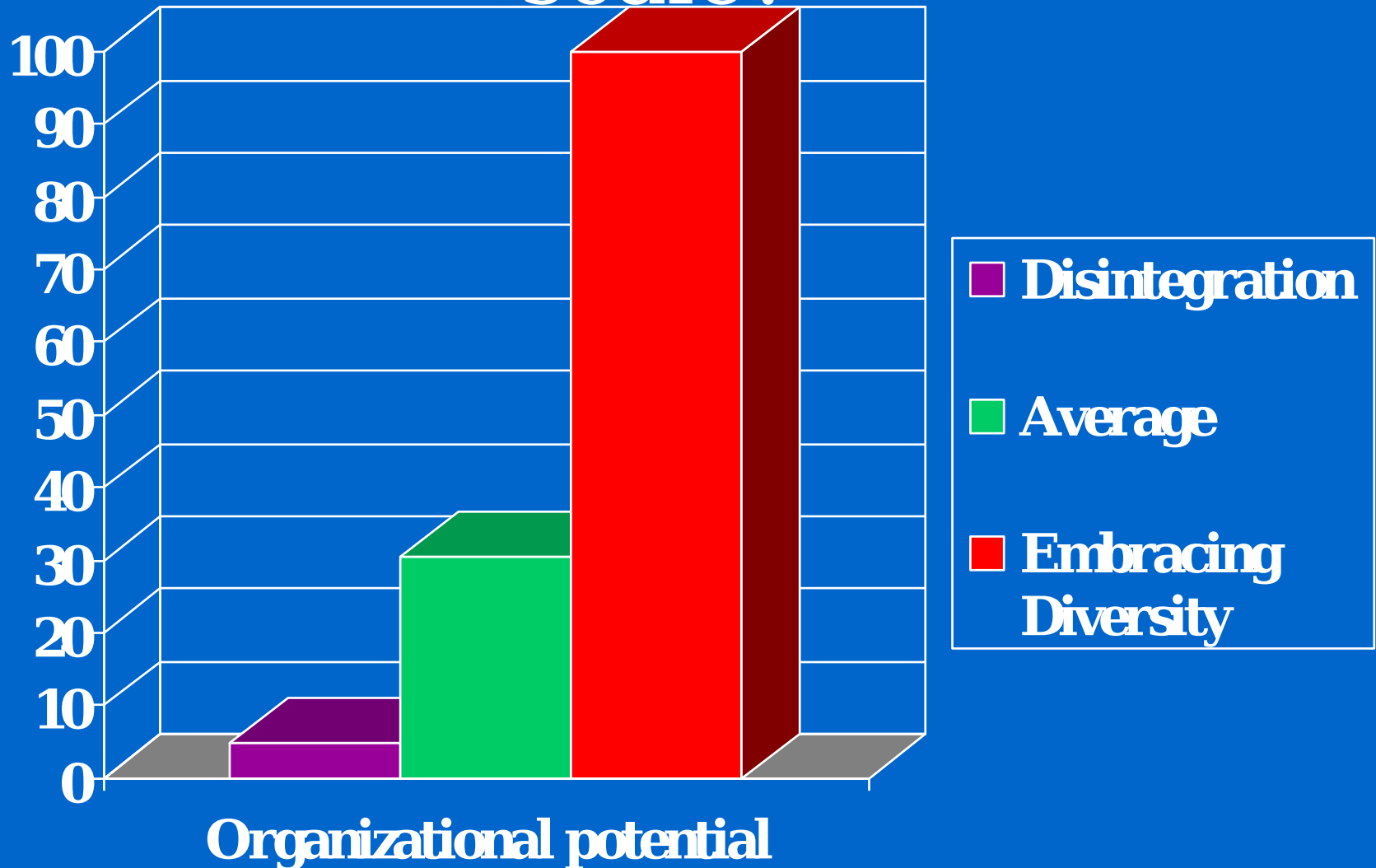
Mediation Training

- Certification required
- Training sources:
 - DEOMI
 - Justice Center of Atlanta



J. Doe
Mediat
or
2001

Where is **your** organization on the scale?



**For more
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